



United States Department of Energy

Oak Ridge Office



Contractor Human Resources



Always Willing to Lend a Helping Hand

About the Senior Managers Partnership

CHARTER

OAK RIDGE RESERVATION SENIOR LEADER'S PARTNERSHIP

Purpose: To foster effective and timely communication and information sharing among the participants; and to identify and strategically discuss Oak Ridge Reservation (ORR)-wide initiatives and other topics related to the mission, programs, workplace, and/or employees of the ORR complex.

- The Partnership recognizes the wide range of ongoing program activities at Oak Ridge Office and National Nuclear Security Administration (NNSA), and is acutely aware of the complexities involved in managing this large multi-programmatic reservation. The group will ensure that its actions are supportive of the Department of Energy (DOE) defense, science, and environmental management programs, as well as overall site-wide objectives. The group is intended to provide a forum for senior leaders to engage in open and frank consideration of their respective responsibilities and viewpoints. It will explore how they can individually and collectively drive their organizations, and when they need to, the collective enterprise, toward common or shared goals and objectives that help DOE achieve its mission.
- The group is comprised of labor, contractor management and DOE leadership, since success in accomplishing DOE's programs, depends on a shared vision and commitment to working constructively together, including being role models for their organizations and conveying the expectation that they will work together at all levels.
- The members of this Partnership are committed to regular participation in a spirit of mutual respect and cooperation. The group embraces creative out-of-the-box thinking necessary to accomplish more with less, and the development of new approaches that maximize productivity and cost effectiveness.
- This Partnership does not replace existing processes for resolving individual employee issues and concerns; and the members agree not to engage in issues that are appropriately subject to the collective bargaining process between the parties to a particular collective bargaining agreement.

- Membership:
- DOE (CO-Chairs)
- Manager, Oak Ridge Office
- Manager, Y-12 Area Office, NNSA
- Contractors
- General Manager, Wackenhut Services, Inc.
- Manager, Oak Ridge Office, DOE
- Manager, NNSA
- Director, UT-Battelle, LLC
- General Manager, BNFL, Inc.
- President, BWXT Y-12, LLC
- President, Bechtel Jacobs Company, LLC
- President, Oak Ridge Associated Universities
- Union
- President, Knoxville Building & Construction Trades Council
- President, Atomic Trades & Labor Council
- President, Security/Police, Fire Professionals of America, Local 109

- Union (continued)
- President, Paper, Allied-Industrial, Chemical & Energy Workers International Union, Local 5-288
- President, International Guards Union of America, Local 3
- Meetings: The Partnership will meet every other month; other sessions may be held at any time as needed. On a rotating basis, the DOE members will take turns planning, scheduling, and chairing the meetings. All members will suggest agenda topics for discussion. As determined useful, the group may make a written record of its discussions, decisions, and/or planned actions.
- Revised (05/1/01)

- OAK RIDGE SENIOR MANAGERS PARTNERSHIP

- **Shared Values Statement**

- As we endeavor to foster effective and timely communication and information sharing; and to identify and strategically discuss Oak Ridge Reservation-wide initiatives and other topics related to the mission, programs workplace, and/or employees of the ORR complex, the members of the Oak Ridge Reservation Leader's Partnership, mutually commit to the following shared values:

- Safety is the No. 1 priority in everything we do.
- We respect and embrace in diversity of thought and perspective represented by our organizations
- People at all levels are an integral part of decision-making; involvement of unions in decision-making is valued.
- Integrity is the basis of our relationship; open and honest communication by all parties is essential.
- Continuous improvement and innovation are the norm for operations; thinking-out-of-box is encouraged.
- Open dialog is the underlying tenet of our relationship; tough questions and frank answers are expected.
- We will listen, and seek to understand, rather than judge.
- We are accountable to all our Customers; we are each other's customers.
- All work, and our best progress, is accomplished through Teamwork.
- Partnering enables labor, contractors and DOE to work together in a safe manner, to lower costs, eliminate waste, and maximize mission with input by all.
- We accept responsibility, individually and collectively, for our actions.